



Oregon Federation of Nurses and Health Professionals, Local 5017, AFT/AFL-CIO
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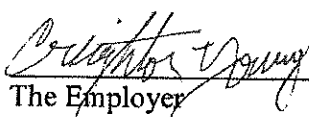
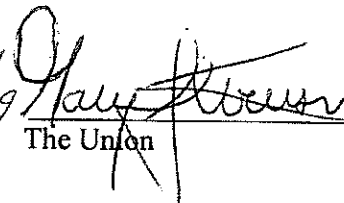
Toll Free 1-800-636-5017
(OFN)

December 17, 2009

Dear OFNHP stewards and all affected employees,

We are pleased to inform you that management and your union have reached an agreement to settle the overtime pay issue for a group of twenty two registered dental hygienists. Kaiser Permanente's time keeping system did not accurately calculate overtime pay because of varied shifts and varied hours. Attached you will find a letter of understanding, written jointly by management and your union, that includes all of the affected dental hygienists. If there is any dispute of the overtime calculations, it is your right to contest.

Agreed by:

 Date: 12/18/09  Date: 12/17/09
The Employer The Union